



Need of in Service Teacher Training in Primary Education to Enhance Learning Outcome of Students

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ABSTRACT

Primary Education is very important in life of an individual because it provide a base on which you can weave your future dreams but unfortunately the field of primary education in India remain neglected for long time. Due to survey and reports of various national and international organisations reflecting the unsatisfactory status of primary level education in country, Government has made a lot of efforts in recent years for bringing improvement in primary education. Due to this enrolment of children, number of new schools and position of girl education has improved. Government is investing a big budget on one time training of Government teachers but not giving due importance to in service teacher training programme in country, which is also essential for providing quality education at primary level. Attitude of trainers and trainees has also been a matter of concern. Government should apply a systematic approach to implement in service teacher training programme. This paper will try to find out the challenges in implementing in service teachers training programme and reasons why in service teacher training is important for improving learning outcome of students and also the areas to be covered under such training programme. This paper will also try to focus on use of internet based training programme as alternative method of providing in service teacher training.

KEYWORDS : Unsatisfactory, Challenges, Methodologies, Internet, Budget

Introduction:

Inspite of increase in number of enrolment and number of schools there has been a downward shift in quality of education in country in recent years. Educationist and various organisations working in the field of education have recognised low quality of primary education as a grass root problem for overall downward fall in quality of education. Primary education act as a foundation for higher level education but if foundation is not strong enough, no building can stand for long time. Government is trying its outmost by opening new schools in remote areas, by recruiting trained teachers, providing minimum basic facilities to children like clean drinking water, toilets, electricity, distributing free books, uniforms and mid day meal etc but still learning output of students completing their primary education especially from Government primary schools and schools running in remote areas remained unsatisfactory. Reasons behind it are the teachers who are either not competent enough to meet the challenges of modern education system or their knowledge has become obsolete with passage of time.

Discussion:

In India lot of emphasis is given to pre service teacher training but in service teacher training programme remained neglected for many years. Due to this result expected from primary education are not satisfactory. Quantitative as well as qualitative learning outcome of students is very low.

Challenges in implementing successful in service teacher training programme:

As per the guidelines of NCTE – National Council for Teachers Training, no untrained teachers can be recruited as primary teachers and untrained teachers who are already been recruited must be trained as per the norms laid down. Government has tried outmost to train every primary teacher but in service training of teachers has remain neglected which was equally important as compared to onetime pre service training. Challenges in implementing in service teacher training programme are –

▪ Lack of infrastructures and funds:

Due to lack of funds and appropriate infrastructure, in service teacher training cannot be implemented properly. In recent years focus of Governments has been centered on providing basic minimum facilities to schools and recruitment of enough teachers. It can be expected that in upcoming years Government will provide enough funds for carrying out such training programmes.

▪ Attitude of trainers and trainees:

Attitude of trainers and trainees has been very reluctant due to this result expected cannot be achieved. Annual salary increment of teachers can be linked to the in service training programme.

▪ Scarcity of teachers:

Still remote areas of country are suffering from scarcity of teachers. Some of the schools are handled by single teachers who cannot be put under in service training at the cost of closing the school.

▪ Lack of clear cut policy:

Still Government has no clear cut policy regarding in service teacher training. A clear vision and serious efforts are required from policy makers.

▪ Dominance of private schools:

Education system in India is dominated by private schools. Many of such schools usually employ teachers with low education level at low salary. School management of these schools will never be ready to invest their money and teachers time for in service teacher training.

Reasons for requirement of in service teacher training:

In service teacher training is essential for country like India because of huge regional and cultural differences. Teacher employed by central Government has to do job in different parts of the country in his life time where he faces many difficulties along with language constrain. In service training programme can help the teachers in overcoming various such small problems. Here are some general reasons for need of in service teacher training -

▪ Different education level of teachers:

In our country education level of primary teachers is not same all over the country. Ten or more years before minimum qualification for becoming a primary teacher was only higher secondary level education, but now it is at least graduate level degree. Due to problem of unemployment and increased salary, now a days even youth with post graduate or technical degree are now attracted toward the job of primary teacher. with these differences similar level outcomes from student cannot be expected. It is need of the profession that teachers recruited twenty or thirty years ago should go through advancement training programme to meet the new challenges in primary education.

▪ Updating with new technologies and methodologies:

New methodologies and technologies are being invented all over the world in the field of education to make learning effective and easy. In service training is the only medium through which teacher can learn to make use of new methodologies and technologies in his or her classroom.

▪ For motivating teachers:

In service teachers training programme can be utilised for motivating the teachers. Confident and motivated teachers are more dedicated toward their job.

▪ **Platform for problem sharing and problem solving:**

When teacher goes to school after completing his or her pre service training, he/she faces number of new problems in his/her day to day working. This problems were not the part of their training programme, so he/she finds himself alone and unable to solve the challenges. In service training programme can be used as problem sharing and problem solving platform where trainers and other experienced teachers can provide him useful guidance to new and inexperienced teachers.

▪ **For getting feedback from teachers:**

In service training can be used for getting feedback from teachers about curriculum and expectations of parents and students so that effective changes can be made in education system by policy makers keeping in mind the welfare of child.

▪ **Changing Education system:**

Our education system is still under phase of development. A lot of experiences are being carried out to make it effective, learning based and child centric. Generally such decisions are taken at ministry level. In service training can be used to communicate the expectation of policy makers to teachers.

Areas to be covered under in service teacher training:

Areas to be covered under in service training cannot be same for every region in India. Every area has its own problems; it depends upon situation and time. Here are few common areas which should be covered under such training programmes –

• **Enhancing in depth knowledge of Subject:**

In recent years syllabus of every subject has changed to great extent at primary level. Expectation level of parents has also increased so in depth knowledge of subject is needed to meet the present demand in primary education.

• **Updating with new methodologies:**

Teaching methods evolved twenty or thirty years before are not working today. During in service training, teachers should obtain the practical knowledge of using new methodologies in classroom as per need.

• **Introducing new technologies:**

Teachers who are not easy with the technology can be trained during in service training about using technology in classroom while other especially new age teacher can be made aware of new technologies teachers are using in other developed countries and going to knock the door of Indian Education system in upcoming years.

• **Development of personality and communication skill:**

In service training programme can be used as platform for personality development and refining communication skills of teachers because if personality of teacher is attractive and he knows how to communicate effectively in classroom then half of the work is already done.

• **Teaching students with disability and special needs:**

Under RTE Act children with disabilities and special need can be enrolled to normal school now. But teachers in normal school are not trained to teach the students with disabilities and special needs. During in service teacher training programme teachers can be trained to handle such students.

• **Multi class teaching:**

Still our schools are suffering from scarcity of teachers as a result teacher has to teach more than one class at one time. It can be learned easily through demonstration during in service training.

• **Over all evaluation methods:**

Latest trend in primary education is toward overall evaluation of students but hardly any teacher is applying it appropriately at ground level. Methods of overall evaluation can be taught to teachers during in service training sessions.

Use of Internet as alternative method of in service training:

Now knowledge is no more limited to text books. In recent years other informal source of education especially internet has emerged as a strong medium for gaining knowledge. Teachers have to look beyond the text books and formal training classes for learning new methodologies and skills to make their teaching interesting and effective. Today new generation is highly techno savvy, use of Smartphone and gadgets is very common among them so it is essential for teacher to remain at least updated if not one step ahead in use of technology in teaching.

In rural areas we can still find few teachers who even cannot type message in their mobile phones. Expecting them to make use of internet for in service training is just like searching in the dark. Before thinking about any of such ideas we should make sure that teachers are trained enough to handle internet. Ten to fifteen years back similar situation was faced by banks when they decided the 100% computerisation of each and every branch but with continuous planned training they learned it successfully and today they are using computer as a toy.

Conclusion:

From above discussion we come to the point that our country lacks a systematic approach toward in service teacher training in primary education although it is necessary for enhancing the quality of learning output of students. It is responsibility of Government to make a clear cut policy and framework with enough budget to carry out in service teacher training programme in every part of the country.

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